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SALARIES IN LAND-GRANT UNIVERSITIES AND COLLEGES

By

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Office of Education

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SALARIES IN LAND-GRANT UNIVERSITIES AND COLLEGES

Introduction

Financial compensation of teachers in colleges and universities is one of the important problems confronting higher education in the United States. The question is of vital concern not only to the staff members at present employed but also to candidates preparing themselves for entrance into the profession of college teaching.

Information is already available regarding the general salary conditions prevailing in institutions of higher learning, but there is little reliable information as to the salaries paid within the various academic branches. This is particularly true with reference to the differences between the compensation of men and of women teachers, among the several major divisions, and among the departments of arts and sciences. The purpose of this bulletin is to analyze the salaries of college teachers with respect to these various factors.

Source of data.—The material upon which the investigation is based was collected in the course of the survey of land-grant colleges and universities recently conducted by the United States Office of Education. Exigencies of time and space prevented its use in the final official report of the nation-wide survey. The institutions represented include only publicly supported land-grant universities and colleges. Of the total of 50 making up the list, there are 24 State universities and 26 separate land-grant colleges.[1] Salary figures consist of returns made by individual staff members to a questionnaire sent them in the survey rather than salary schedules of the institutions.

Limitation of data.—The appraisal of salaries is limited to those of teachers in selected fields of study and does not include all the branches of work conducted by State universities and colleges. Staff members of the agricultural experiment stations as well as those engaged in agricultural and home economics extension have been omitted. On account of the small number of returns, it has been necessary also to eliminate the major divisions of medicine, pharmacy, dentistry, veterinary medicine, and law. The salaries in all instances are for the academic year of 1927–28. Because the questionnaire did not make provision for the segregation of teachers working on a 9-month and a 12-month basis, the figures include salaries for both periods of employment. Inasmuch as the median salaries of deans, professors, and associate professors serving on a 12-month basis in the institutions are slightly less than of those working on a 9-month basis,[2] it

[1] See Appendix D for list of institutions.

[2] See pp. 570–576, Bulletin 1930, No. 9, U. S. Office of Education, Survey of Land-Grant Colleges and Universities.

is not believed that the median salaries contained in this bulletin will be materially affected by the inability to make a separation between the two bases of salaries. Assistants, fellows, and graduate students with teaching fellowships are not included since they do not occupy the status of full-time faculty membership.

Extent of data.—Annual salaries of 6,890 staff members divided as to sex and academic rank are available for analysis in the seven major divisions of liberal arts, education, home economics, agriculture, engineering, commerce and business, and physical education. Within the liberal arts college, similar data are at hand for 2,576 teachers distributed among the departments of English, chemistry, mathematics, biological sciences, foreign languages, history and political science, physics, economics, and psychology.

Methods of handling data.—Current statistical practices have been adopted in the tabulation of the data. Salary distributions by sex, rank, major division, and department are presented in tabular form. The median salaries and the quartiles, Q^1 and Q^3, have been computed for each of the distributions.

In the presentation of the salaries of the teachers, the text has been limited to a discussion of the salient points. All basic tables have been included in the appendices where they may be examined for more detailed information.

Salaries by Sex and Rank

The sex and rank of college teachers bears a significant relation to financial compensation.

Of the total of 6,890 full-time staff members in all fields of study combined, there are 5,822 men and 1,068 women teachers. Figured on a percentage basis, the proportion of men teachers is 84.5 per cent and of women teachers 15.5 per cent. In other words, five times as many men as women are employed.

Salaries vary with academic rank, and it is of great importance, therefore, in comparing salaries by sexes to determine whether men and women are distributed proportionately among the several ranks. Table 1 shows the number and percentages of teachers by sex holding the different ranks for all the fields of study combined.

TABLE 1.—*Number of teachers and percentage distribution of each sex by rank*

Rank	Men		Women		All teachers	
	Number	Percentage	Number	Percentage	Number	Percentage
1	2	3	4	5	6	7
Dean	172	2.9	14	1.3	186	2.7
Professor	2,008	34.6	114	10.7	2,122	30.8
Associate professor	939	16.1	137	12.8	1,076	15.6
Assistant professor	1,241	21.3	314	29.4	1,555	22.6
Instructor	1,462	25.1	489	45.8	1,951	28.3
Total	5,822	100.0	1,068	100.0	6,890	100.0

A striking feature of Table 1 is the low academic ranking given women staff members as compared with men. In the two lower ranks, that of assistant professor and instructor, the percentage of women teachers is far larger than the percentage of men. For the three higher ranks of dean, professor, and associate professor, where the larger salaries are paid, the percentage of the total women teachers in these ranks, is 24.8 in contrast with 53.6 of men. Thus more than twice as many men as women staff members in proportion to the total employed are assigned the upper ranks in which the higher stipends are paid.

The compensation paid within the several academic ranks and to the men and women teachers varies widely. This is shown in detail in the table contained in Appendix A, which presents salary distributions for each of the different ranks divided by sex as well as for the total of all ranks. It is also shown in a comparison of the median salaries which are set forth in Table 2.

TABLE 2.—*Median salaries of teachers by rank and sex for all fields of study combined*

Academic rank	Median salaries		
	Men	Women	Both sexes
1	2	3	4
Dean	$5,635	$4,375	$5,533
Professor	4,139	3,581	4,114
Associate professor	3,284	2,882	3,228
Assistant professor	2,795	2,530	2,725
Instructor	2,087	2,016	2,069
All ranks	3,169	2,309	3,041

Women staff members receive a lower median salary than men staff members in every academic rank. As revealed by the table, the greatest discrepancy is found in the case of deans, women holding this rank being paid a median salary $1,260 less than men. In both the rank of professor and associate professor the difference between the median salaries of the two sexes is fairly large, being $558 for professors and $402 for associate professors. Only an insignificant difference exists between the median salaries of men and women instructors. The median salary for all women teachers irrespective of rank is $860 below that of men teachers, or approximately one-fourth less.

Salaries in Major Divisions

Compensation of staff members considering the group as a whole, as just presented, is valuable as indicative of the general salary levels existing in the universities and colleges, of the differences between men and women holding each rank, and of the salaries paid in each

rank. Of far more interest is specific knowledge regarding the remuneration of teachers in each major division. The results of such an inquiry reveal differences in salaries between one major division and another as well as between the sexes and ranks within the same division.

In connection with the analysis of the salaries within the seven major divisions included in this investigation, attention must be called to the fact that there are a number of institutions in which the liberal arts colleges are not organized as such, but are service organizations to the specialized and professional fields. As the subjects taught in them are fundamental courses in arts and sciences, the salaries of their staff members have been classified in the liberal arts group. For several of the major divisions practically all the teachers employed are men, while in one the staff is confined entirely to women, so that no differences in salaries in those cases appear by sex.

It is found that in some institutions intercollegiate athletics has been separated from the regular academic organization and is not a part of the physical education division. For the purposes of this appraisal no cognizance is taken of these diverse methods of administrative control and management. All teachers of physical education have been included regardless of whether they are athletic coaches under the jurisdiction of student-alumni associations or similar organizations or whether they are regular staff members employed by the institutional physical education division. As they are ordinarily given academic ranking, athletic coaches have been classified along with the other teachers according to the particular rank assigned them.

Table 3 presents the percentages of teachers within each of the seven divisions according to academic ranks. The data are classified by sex.

TABLE 3.—*Percentage distribution of each sex by rank, in various major divisions*

Major division	Deans			Professors			Associate professors			Assistant professors			Instructors		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Liberal arts	1.8	0.2	1.6	33.5	6.6	29.5	14.8	11.1	14.3	21.3	30.2	22.5	28.6	51.9	32.1
Education	6.7	----	5.1	43.4	8.0	35.0	21.3	16.2	20.1	14.8	29.3	18.2	14.8	46.5	21.5
Home economics	----	3.5	3.5	-----	16.5	16.5	-----	16.9	16.9	-----	30.0	30.0	-----	33.1	33.1
Agriculture	2.9	----	2.9	37.3	-----	37.3	17.5	-----	17.5	25.8	-----	25.8	16.5	-----	16.5
Engineering	3.4	----	3.4	29.6	-----	29.6	14.8	-----	14.8	22.9	-----	22.9	29.3	-----	29.3
Commerce and business	4.6	----	4.2	26.3	5.6	24.4	14.6	-----	13.2	21.6	16.6	21.2	32.9	77.8	37.0
Physical education	1.2	----	1.0	28.9	10.3	22.3	17.1	6.2	13.2	23.9	27.8	25.3	28.9	55.7	38.5

The tendency prevails in a number of major divisions to assign high academic ranks to their staff members. This means a higher level of salaries in those divisions. Especially in the fields of education and agriculture are found larger percentages of the teachers ranked as professors. An examination of the table discloses that of all the teachers in agriculture 37.3 per cent are professors and in education 35 per cent are professors, in contrast with 22.3 per cent for physical education and 16.5 per cent for home economics. The percentage of associate professors in education and agriculture is also large while the percentage of their staff members assigned the rank of instructor is small as compared with other divisions. Of particular significance is the large percentage of staff members in physical education, commerce and business, and home economics holding the rank of instructor.

Men receive higher academic ranking than women teachers in all the major divisions where the staffs are divided as to sex. Table 3 shows, for example, that the percentage of women professors and associate professors is in every case below that of men staff members occupying these ranks. In the lower rank of assistant professor women teachers have larger percentages than men in all divisions but one, and in the rank of instructor their percentage is distinctly larger in all divisions. In the division of commerce and business this percentage runs as high as 77.8 and in liberal arts 51.9 of the total women teachers.

The effect of the differentiations in rank assignment is reflected in the levels of compensation for the several fields. Appendix B contains the detailed salary distribution tables for each of the major divisions. In Table 4 are the median salaries by academic rank.

TABLE 4.—*Median salaries of teachers in the 7 major divisions by academic rank*

Major division	Deans	Professors	Associate professors	Assistant professors	Instructors	All ranks
1	2	3	4	5	6	7
Liberal arts	$5,625	$4,139	$3,193	$2,649	$2,020	$2,795
Education	5,583	3,952	3,462	2,875	2,153	3,358
Home economics	4,375	3,579	2,875	2,579	2,095	2,548
Agriculture	5,232	4,072	3,315	2,864	2,141	3,310
Engineering	6,089	4,142	3,250	2,711	2,098	2,964
Commerce and business	6,000	4,063	3,521	2,661	2,129	2,830
Physical education	6,625	4,625	3,375	3,236	2,114	3,075

As is evident by an inspection of Table 4, median salaries in the seven major divisions are characterized by a wide diversity.

The highest median salary for any of the fields of study is found in the major division of education, although agriculture has a median salary almost as large. Home economics pays its staff members the lowest median salary. Between education and home economics,

the margin of difference is great, amounting to $810. Of special significance is the small median salary for liberal arts, which is next to the lowest of all the major divisions. The liberal arts college employs the largest number of teachers and enrolls the largest number of students of any of the fields.

The division of physical education has the highest median salary for deans, professors, and assistant professors, while commerce and business has the highest median salary for associate professors and education for instructors. Compensation in home economics is on a consistently low basis. This field has the lowest median salaries for every one of the academic ranks with the exception of instructor. In this case the lowest median salary is in liberal arts.

The foregoing figures concern the staffs as a whole without reference to sex distinctions. In Table 5 are contained the median salaries of men and women teachers by rank for each of the major divisions.

TABLE 5.—*Median salaries of men and women teachers in different major divisions classified by rank*

Major division	Deans		Professors		Associate professors		Assistant professors		Instructors		All ranks	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11	12	13
Liberal arts	$5,638	$4,375	$4,154	$3,675	$3,230	$2,828	$2,705	$2,388	$2,031	$1,967	$3,048	$2,162
Education	5,583	------	4,015	3,188	3,558	3,125	3,058	2,663	2,232	2,102	3,632	2,529
Home economics	------	4,375	------	3,579	------	2,875	------	2,579	------	2,095	------	2,548
Agriculture	5,235	------	4,072	------	3,315	------	2,864	------	2,141	------	3,310	------
Engineering	6,089	------	4,142	------	3,250	------	2,711	------	2,098	------	2,964	------
Commerce and business	6,000	------	4,073	2,625	3,521	------	2,684	2,125	2,174	1,938	3,025	2,000
Physical education	6,625	------	5,063	3,600	3,438	3,250	3,568	2,625	2,437	1,929	3,562	2,186

Women teachers receive a lower median salary than men teachers in every academic rank for every major division. In physical education is shown the greatest discrepancy, women teachers in this field having a median salary $1,376 less than men teachers. Large differences ranging from $1,103 to $886 exist also in education, commerce and business, and liberal arts. If reduced to percentage basis, it is found that women staff members in the several major divisions receive median salaries from 29 to 39 per cent below those of men. In the major divisions of home economics, agriculture, and engineering the staffs are not segregated as to sex.

Salaries by Departments in Arts and Sciences

The remuneration of individual staff members in the different branches of arts and sciences is controlled by the salary levels within the department units rather than in the major division at large.

In the present study the annual salaries of 2,576 teachers in arts and sciences distributed among 9 departments are used. The department of English with 555 has the largest number, while psychology with 110 has the smallest. The number of teachers in the other 7 departments varies from 374 to 124.

Because of the close relationship existing between the subjects of biology, physiology, botany, zoology, and bacteriology, salaries of teachers in these branches have been grouped under the heading of biological sciences, although separate departments for each of them are maintained in some of the institutions. Similarly, the salaries of teachers in ancient and modern languages have been classified under the single heading of foreign languages. As in the case of the major divisions, the distribution of staff members among the academic ranks within a department bears a direct relation to their compensation. The following table shows the percentages of teachers holding the several ranks in each department classified by sex:

TABLE 6.—*Percentage distribution of each sex by academic rank in arts and sciences departments*

Department	Professors			Associate professors			Assistant professors			Instructors		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
English	26.1	5.8	21.1	12.2	8.7	11.4	21.4	26.8	22.7	40.3	58.7	44.8
Chemistry	26.1	4.6	24.9	17.4	22.6	17.6	21.6	40.9	22.7	34.9	31.9	34.8
Mathematics	29.8	5.3	27.1	13.9	18.4	14.4	26.1	36.8	27.3	30.2	39.5	31.2
Biological sciences	40.2	2.5	35.5	15.8	12.5	15.4	19.4	35.0	21.3	24.6	50.0	27.8
Foreign languages	43.2	7.0	35.8	12.2	9.9	11.8	20.2	26.8	21.5	24.4	56.3	30.9
History and political science	40.9	20.0	38.9	18.3	5.0	16.9	21.5	35.0	22.9	19.3	40.0	21.3
Physics	30.3	------	30.3	15.9	------	15.9	22.4	------	22.4	31.4	------	31.4
Economics	30.7	------	30.7	17.8	------	17.8	24.1	------	24.1	27.4	------	27.4
Psychology	41.1	13.3	37.3	18.9	20.0	19.1	13.7	20.0	14.6	26.3	46.7	29.0

Little uniformity prevails in the academic ranking of the staffs in the various arts and science departments. As shown by Table 6, in the department of English 21.1 per cent of the staff hold the professorial rank as compared with 37.3 per cent for psychology, the department with the largest proportion of its teachers ranked as professors. Similar differences prevail in the other ranks, particularly for the rank of instructor. In the department of English 44.8 per cent or more than twice that for history and political science hold the rank of instructor. Comparatively large percentages of the staffs in chemistry, mathematics, and physics likewise are ranked as instructors.

Academic ranking of women teachers in practically all the departments is much lower than that of men teachers. Of the different

departments shown in Table 6, there are five in which 7 per cent or less of their women teachers hold the rank of professor. The percentages of men holding the rank of professors in these departments vary from as high as 43.2 to 26.1. History and political science has the largest percentage of women teachers ranked as professors, but in this instance the percentage of men teachers with the professorial rank is twice as large. Very high percentages of women staff members in all the departments hold the rank of instructor. This is particularly true in English, biological sciences, and foreign languages where the women instructors constitute half or more of the total women in all ranks.

The median salaries by academic rank for each of the nine arts and science departments are set forth in Table 7. Detailed salary distribution tables for each department appear in Appendix C.

TABLE 7.—*Median salaries of teachers in arts and science departments by academic rank*

Department	Professors	Associate professors	Assistant professors	Instructors	All ranks
1	2	3	4	5	6
English	$3,992	$3,058	$2,567	$1,975	$2,385
Chemistry	4,133	3,289	2,699	2,000	2,717
Mathematics	4,083	3,205	2,560	1,994	2,652
Biological sciences	4,077	3,235	2,668	2,022	3,007
Foreign languages	4,165	3,239	2,618	2,082	2,955
History and political science	4,417	3,134	2,875	2,083	3,155
Physics	4,048	3,139	2,672	1,995	2,852
Economics	4,375	3,175	2,700	2,063	3,073
Psychology	4,047	3,350	3,094	2,167	3,275

Salaries of the staff members in the various departments shown in Table 7 differ widely. In the department of psychology is found the highest median salary, which exceeds that of the other eight departments by rather wide margins. The department of English has the lowest median salary. It is $890 less than that of psychology. Among the other departments with lower median salaries are chemistry and mathematics, but both are on a considerably higher level than English. One of the interesting revelations is that the departments in which low median salaries are paid represent the basic or tool subjects that all students are generally required to pursue in their college work.

Among the several academic ranks, the highest median salary for professors is found in the department of history and political science, but the department of psychology has the largest median salaries for associate professors, assistant professors, and instructors. The lowest median salary is paid in the department of English in all the academic ranks with the exception of assistant professor. In this instance, the department of mathematics has the lowest median salary.

The question of whether the median salaries for men and women teachers differ within the same department is of importance. Table 8 gives information on this point.

TABLE 8.—*Median salaries of men and women teachers in arts and science departments by academic rank*

Department	Professors		Associate professors		Assistant professors		Instructors		All ranks	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11
English	$4,033	$3,375	$3,152	$2,643	$2,647	$2,226	$1,991	$1,944	$2,590	$2,107
Chemistry	4,141	3,125	3,323	3,063	2,720	2,438	2,019	1,825	2,494	2,333
Mathematics	4,063	4,500	3,266	2,813	2,570	2,500	2,012	1,931	2,721	2,204
Biological sciences	4,083	2,625	3,304	2,938	2,729	2,417	2,039	1,938	3,144	2,154
Foreign languages	4,188	3,625	3,300	3,156	2,732	2,281	2,094	2,059	3,191	2,179
History and political science	4,531	3,750	3,143	2,125	3,000	2,563	2,177	2,000	3,205	2,179
Physics	4,048	-------	3,139	-------	2,672	-------	1,995	-------	2,852	------
Economics	4,375	-------	3,175	-------	2,700	-------	2,063	-------	3,073	------
Psychology	4,078	3,750	3,333	3,438	3,089	3,000	2,125	2,313	3,439	2,718

In all ranks combined median salaries of women are considerably lower than those of men for all the arts and science departments where both sexes are employed. The differences range from as high as $1,026 in the department of history and political science to as low as $161 in the department of chemistry. Of all the departments it is interesting to note that the lowest median salary is paid women teachers in English.

Except in a few cases, women in each academic rank receive median salaries lower than those of men. A higher median salary is noted for women professors in mathematics, and for associate professors and instructors in psychology, but in the remaining ranks for all departments, the median salary of women is below that of men teachers. Where salaries of women exceed those of men, an explanation is probably found in the small number of women staff members which results in reducing the reliability of the median figure.[3]

Summary

The results of this investigation of the financial compensation of staffs in 50 land-grant universities and colleges indicate wide variations in the salary levels between men and women teachers, among the different major divisions, and among the departments of arts and sciences. Differences are also found in the proportionate numbers holding the several academic ranks upon which the amounts of their salaries are largely dependent.

Salaries of women staff members are lower than those of men. This situation prevails when comparisons are made upon a basis of

[3] See Tables 17 and 21 in Appendix C.

the salaries of total teachers for all fields combined, upon a basis of major divisions, and upon a basis of arts and science departments. The median salary for women teachers as a whole including all fields is $860 less than that of men. Comparing the median salaries of the two sexes within each of the major divisions, it is disclosed that women staff members are paid from $1,376 to $886 less than men teachers in the same fields. Similar differences exist in the median salaries of men and women staff members in the arts and sciences departments. The largest difference is found in the case of the department of history and political science where the median salary of women is $1,026 lower than that of men, while the smallest is in the department of chemistry, where women have a median salary $161 less than that of men. Moreover in the distribution of academic ranks the larger percentages of women teachers are found holding the lower ranks while the larger percentages of men occupy the higher ranks.

Although the major divisions are coordinate units in the academic organizations of the institutions, salaries between them differ materially. The highest median salary is paid teachers in the major division of education, the figure being $3,358. A progressive decline occurs in the median salaries of the other fields to the division of home economics where the median salary is $2,548. Between education, the division with the highest median salary, and home economics with the lowest, there is a difference of $810. The variation in the percentages holding the several academic ranks among the divisions has an important influence on remuneration. In the fields of education and agriculture are found relatively large percentages of the teachers holding the higher ranks. Large percentages hold low ranks in home economics, physical education, and commerce and business.

A lack of uniformity likewise exists in the median salaries of the various arts and science departments. In some instances differences in compensation between them are almost as great as between the major divisions. The department of psychology, with a median salary of $3,275, has the highest salary level of any of the departments. The lowest is in the department of English, where the median salary is $2,385, or $890 less than that of psychology. Disparities in the distribution of academic ranks result in further differences in salaries among the departments. Comparatively large numbers of teachers in chemistry, mathematics, physics, and English hold the lower ranks. In psychology and in history and political science the majority of the staff members occupy the higher ranks.

Appendix A

The following table presents the salary distributions by sex and academic rank, including ranges, medians, and quartiles, for teachers in all the fields of study combined:

TABLE 9.—*Distribution of teachers in all the fields of study combined according to salaries, and arranged by rank and by sex*

Range of salaries	Number of full-time—																	Grand total
	Deans			Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$9,000 or more	5		5													5		5
$8,750–$8,999																		
$8,500–$8,749	5		5	2		2										7		7
$8,250–$8,499																		
$8,000–$8,249	4		4	1		1										5		5
$7,750–$7,999																		
$7,500–$7,749	11		11	7		7										18		18
$7,250–$7,499																		
$7,000–$7,249	14		14	25		25										39		39
$6,750–$6,999	1		1													1		1
$6,500–$6,749	8		8	18		18	2		2							28		28
$6,250–$6,499	2		2	1		1										3		3
$6,000–$6,249	28		28	71		71				1		1				100		100
$5,750–$5,999	2		2	7		7	1		1							10		10
$5,500–$5,749	13	2	15	82		82	2		2							97	2	99
$5,250–$5,499	3		3	18	2	20	1		1							22	2	24
$5,000–$5,249	28	4	32	180	2	182	7		7							215	6	221
$4,750–$4,999	11		11	88		88	5		5	1		1				105		105
$4,500–$4,749	12		12	244	8	252	17	1	18	7		7	1		1	281	9	290
$4,250–$4,499	8	2	10	102	2	104	17		17	1		1				128	4	132
$4,000–$4,249	13	1	14	358	12	370	66		66	23	2	25				460	15	475
$3,750–$3,999	2	1	3	188	10	198	82	2	84	19		19	2		2	293	13	306
$3,500–$3,749	2	3	5	320	31	351	151	12	163	75	6	81	8		8	556	52	608
$3,250–$3,499				121	8	129	137	13	150	68	8	76	4		4	330	29	359
$3,000–$3,249		1	1	125	26	151	215	32	247	274	32	306	26	1	27	640	92	732
$2,750–$2,999				17	4	21	91	18	109	185	29	214	32	6	38	325	57	382
$2,500–$2,749				26	7	33	106	29	135	372	91	463	127	22	149	631	149	780
$2,250–$2,499				3	1	4	30	18	48	162	62	224	178	55	233	373	136	509
$2,000–$2,249				4	1	5	9	10	19	48	67	115	541	172	713	602	250	852
$1,750–$1,999								2	2	4	14	18	341	148	489	345	164	509
$1,500–$1,749										1	2	3	175	63	238	176	65	241
$1,250–$1,499											1	1	8	8	16	8	9	17
$1,000–$1,249													18	8	26	18	8	26
$750– $999													1	6	7	1	6	7
Total	172	14	186	2,008	114	2,122	939	137	1,076	1,241	314	1,555	1,462	489	1,951	5,822	1,068	6,890
Q [3]	$6,656	$5,156	$6,547	$4,748	$3,935	$4,724	$3,692	$3,201	$3,649	$3,145	$2,746	$3,106	$2,268	$2,194	$2,240	$4,037	$2,811	$3,867
Median	5,635	4,375	5,533	4,139	3,581	4,114	3,284	2,882	3,228	2,795	2,530	2,725	2,087	2,016	2,069	3,169	2,309	3,041
Q [1]	4,886	3,708	4,784	3,661	3,149	3,634	2,996	2,537	2,899	2,564	2,235	2,515	1,869	1,813	1,853	2,270	2,015	2,285

Appendix B

The following tables present the salary distributions by sex and academic rank, including ranges, medians, and quartile points, for each of the seven major divisions:

TABLE 10.—*Salaries of liberal arts teachers by rank and sex*

Range of salaries	Number of full-time—																	Grand total
	Deans			Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$9,000 or more	1		1													1		1
$8,750–$8,999																		
$8,500–$8,749	2		2													2		2
$8,250–$8,499																		
$8,000–$8,249																		
$7,750–$7,999																		
$7,500–$7,749	1		1	7		7										8		8
$7,250–$7,499																		
$7,000–$7,249	4		4	19		19										23		23
$6,750–$6,999																		
$6,500–$6,749	3		3	7		7	1		1							11		11
$6,250–$6,499				1		1										1		1
$6,000–$6,249	11		11	33		33										44		44
$5,750–$5,999	1		1	3		3										4		4
$5,500–$5,749	2		2	36		36										38		38
$5,250–$5,499	1		1	3		3										4		4
$5,000–$5,249	5		5	90		90	2		2							97		97
$4,750–$4,999	5		5	33		33										38		38
$4,500–$4,749	4		4	96	3	99	2		2							102	3	105
$4,250–$4,499	3	1	4	39	1	40	3		3	1		1				46	2	48
$4,000–$4,249	3		3	139	5	144	17		17	9		9				168	5	173
$3,750–$3,999	1		1	69	4	73	35		35	5		5				110	4	114
$3,500–$3,749				131	5	136	56	3	59	27	1	28	1		1	215	9	224
$3,250–$3,499				48	1	49	62	4	66	16	1	17	2		2	128	6	134
$3,000–$3,249				55	5	60	101	12	113	107	14	121	5		5	268	31	299
$2,750–$2,999				9	1	10	31	8	39	70	5	75	9	1	10	119	15	134

$2,500–$2,749				19	3	22	46	11	57	154	35	189	43	5	48	262	54	316
$2,250–$2,499				2	1	3	12	3	15	82	23	105	75	19	94	171	46	217
$2,000–$2,249				2		2	4	7	11	50	42	92	262	80	342	318	129	447
$1,750–$1,999								1	1	11	9	20	204	72	276	215	82	297
$1,500–$1,749										2	2	4	107	39	146	109	41	150
$1,250–$1,499											1	1	2	4	6	2	5	7
$1,000–$1,249													10	6	16	10	6	16
$750–$999														3	3		3	3
Total	47	1	48	841	29	870	372	49	421	534	133	667	720	229	949	2,514	441	2,955
Q [3]	$6,233		$6,227	$4,884	$4,088	$4,859	$3,603	$3,141	$3,558	$3,074	$2,662	$3,029	$2,207	$2,149	$2,194	$3,906	$2,587	$3,719
Median	5,638	$4,375	5,625	4,154	3,675	4,139	3,230	2,828	3,193	2,705	2,388	2,649	2,031	1,967	2,020	3,048	2,162	2,795
Q [1]	4,938		4,750	3,643	3,133	3,631	3,000	2,523	2,886	2,465	2,128	2,368	1,825	1,768	1,810	2,229	1,918	2,149

TABLE 11.—*Salaries of teachers in education according to rank and sex*

Range of salaries	Number of full-time—																	Grand total
	Deans			Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$7,500–$7,749	2		2	1		1										3		3
$7,250–$7,499																		
$7,000–$7,249	2		2	1		1										3		3
$6,750–$6,999																		
$6,500–$6,749	1		1													1		1
$6,250–$6,499																		
$6,000–$6,249	4		4	4		4										8		8
$5,750–$5,999																		
$5,500–$5,749	3		3	3		3										6		6
$5,250–$5,499	1		1	3		3										4		4
$5,000–$5,249	2		2	16		16	1		1							19		19
$4,750–$4,999	2		2	6		6	1		1							9		9
$4,500–$4,749	1		1	17		17	5		5							23		23
$4,250–$4,499	1		1	4		4	3		3							8		8
$4,000–$4,249	3		3	17		17	6		6	3	1	4				29	1	30
$3,750–$3,999				16		16	9	1	10	3		3				28	1	29
$3,500–$3,749				32	2	34	13	2	15	4		4	1		1	50	4	54
$3,250–$3,499				11	1	12	10	3	13	3	1	4	1		1	25	5	30
$3,000–$3,249				9	4	13	13	4	17	15	3	18	4		4	41	11	52
$2,750–$2,999					1	1	5	1	6	7	5	12	4	2	6	16	9	25
$2,500–$2,749				1		1	4	4	8	6	13	19	8	4	12	19	21	40
$2,250–$2,499				1		1		1	1	5	4	9	4	4	8	10	9	19
$2,000–$2,249										2	2	4	14	22	36	16	24	40
$1,750–$1,999													3	8	11	3	8	11
$1,500–$1,749													5	6	11	5	6	11
$1,250–$1,499										1		1	1		1	2		2
$1,000–$1,249													1		1	1		1
Total	22		22	142	8	150	70	16	86	49	29	78	46	46	92	329	99	428
Q 3	$6,219		$6,219	$4,728	$3,500	$4,698	$3,958	$3,417	$3,863	$3,313	$2,888	$3,188	$2,703	$2,233	$2,521	$4,305	$2,924	$4,048
Median	5,583		5,583	4,015	3,188	3,952	3,558	3,125	3,462	3,058	2,663	2,875	2,232	2,102	2,153	3,632	2,529	3,358
Q 1	4,813		4,813	3,605	3,063	3,569	3,163	2,688	3,096	2,677	2,524	2,572	2,028	1,922	1,977	3,038	2,112	2,644

TABLE 12.—*Salaries of teachers in physical education according to rank and sex*

Range of salaries	Number of full-time—																	Grand total
	Deans [1]			Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$8,500–$8,749				2		2										2		2
$8,250–$8,499																		
$8,000–$8,249	1		1	1		1										2		2
$7,750–$7,999																		
$7,500–$7,749				4		4										4		4
$7,250–$7,499																		
$7,000–$7,249				2		2										2		2
$6,750–$6,999																		
$6,500–$6,749				3		3	1		1							4		4
$6,250–$6,499																		
$6,000–$6,249				7		7				1		1				8		8
$5,750–$5,999							1		1							1		1
$5,500–$5,749				2		2	1		1							3		3
$5,250–$5,499							1		1							1		1
$5,000–$5,249	1		1	6		6	1		1							8		8
$4,750–$4,999				2		2	1		1							3		3
$4,500–$4,749				2	1	3	1	1	2	6		6	1		1	10	2	12
$4,250–$4,499				1		1	1		1							2		2
$4,000–$4,249				7	1	8	4		4	2	1	3				13	2	15
$3,750–$3,999				3		3				4		4				7		7
$3,500–$3,749				7	5	12	2		2	11	3	14	4		4	24	8	32
$3,250–$3,499							4	2	6	3	3	6	1		1	8	5	13
$3,000–$3,249				2	1	3	7		7	8	1	9	6		6	23	2	25
$2,750–$2,999					1	1	4	1	5	1	1	2	6	1	7	11	4	15
$2,500–$2,749								2	2	2	9	11	5	2	7	7	13	20
$2,250–$2,499							1		1	1	3	4	10	4	14	12	7	19
$2,000–$2,249					1	1				2	5	7	9	14	23	11	20	31
$1,750–$1,999										1	1	2	4	21	25	5	22	27
$1,500–$1,749													4	10	14	4	10	14
$1,250–$1,499														1	1		1	1
$1,000–$1,249													1		1	1		1
$750–$999														1	1		1	1
Total	2		2	51	10	61	30	6	36	42	27	69	51	54	105	176	97	273
Q [1]				$6,223	$3,725	$6,134	$4,375	$3,438	$4,250	$3,906	$3,063	$3,692	$2,969	$2,134	$2,496	$4,600	$2,726	$3,955
Median	$6,625		$6,625	5,063	3,600	4,625	3,438	3,250	3,375	3,568	2,625	3,236	2,437	1,929	2,114	3,562	2,186	3,075
Q [1]				4,027	3,125	3,588	3,089	2,688	3,036	3,109	2,313	2,597	2,104	1,768	1,843	2,841	1,889	2,131

[1] Also directors.

TABLE 13.—*Salaries of teachers in commerce and business according to rank and sex*

Range of salaries	Number of full-time—																	Grand total
	Deans			Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$8,500–$8,749	1		1													1		1
$8,250–$8,499																		
$8,000–$8,249																		
$7,750–$7,999																		
$7,500–$7,749	1		1													1		1
$7,250–$7,499																		
$7,000–$7,249	1		1													1		1
$6,750–$6,999																		
$6,500–$6,749																		
$6,250–$6,499																		
$6,000–$6,249	1		1													1		1
$5,750–$5,999	1		1													1		1
$5,500–$5,749	1		1	1		1										2		2
$5,250–$5,499				1		1										1		1
$5,000–$5,249	1		1	7		7	1		1							9		9
$4,750–$4,999	1		1													1		1
$4,500–$4,749				4		4	1		1							5		1
$4,250–$4,499				1		1										1		7
$4,000–$4,249				12		12	2		2							14		4
$3,750–$3,999				1		1	3		3	2		2	1		1	7		10
$3,500–$3,749				10		10	6		6	1		1				17		15
$3,250–$3,499				5		5	3		3	2		2				10		17
$3,000–$3,249				3		3	4		4	7		7	1		1	15		15
$2,750–$2,999							4		4	2		2	4	1	5	10	1	11
$2,500–$2,749					1	1				17		17	6		6	23	1	24
$2,250–$2,499										2		2	9		9	11		11
$2,000–$2,249							1		1	4	3	7	23	4	27	28	7	35
$1,750–$1,999													10	8	18	10	8	18
$1,500–$1,749													1	1	2	1	1	2
$1,250–$1,499																		
$1,000–$1,249													1		1	1		1
Total	8		8	45	1	46	25		25	37	3	40	56	14	70	171	18	189
Q 3	$7,500		$7,500	$4,609		$4,594	$3,813		$3,813	$3,098		$3,071	$2,444	$2,094	$2,375	$3,830	$2,161	$3,717
Median	6,000		6,000	4,073	$2,625	4,063	3,521		3,521	2,684	$2,125	2,661	2,174	1,938	2,129	3,025	2,000	2,830
Q 1	5,500		5,500	3,581		3,556	3,078		3,078	2,548		2,515	2,022	1,828	1,951	2,313	1,859	2,187

TABLE 14.—*Salaries of women [1] home economics teachers [2] by rank*

Range of salaries	Number of full-time—					
	Deans	Professors	Associate professors	Assistant professors	Instructors	Total
1	2	3	4	5	6	7
$5,500–$5,749	2					2
$5,250–$5,499		1				1
$5,000–$5,249	4	1				5
$4,750–$4,999						
$4,500–$4,749		4				4
$4,250–$4,499	2	1				3
$4,000–$4,249	1	6				7
$3,750–$3,999	1	6	1			8
$3,500–$3,749	3	19	7	2		31
$3,250–$3,499		6	6	3		15
$3,000–$3,249	1	16	15	14	1	47
$2,750–$2,999		1	8	15	2	26
$2,500–$2,749		3	11	36	7	57
$2,250–$2,499			15	29	26	70
$2,000–$2,249			2	14	46	62
$1,750–$1,999			1	4	36	41
$1,500–$1,749					5	5
$1,250–$1,499					4	4
$1,000–$1,249						
$750–$999					2	2
Total	14	64	66	117	129	390
Q [3]	$5,156	$3,875	$3,208	$2,829	$2,286	$3,136
Median	4,375	3,579	2,875	2,579	2,095	2,548
Q [1]	3,708	3,189	2,223	2,347	1,898	2,183

[1] There are no men teachers in home economics. Does not include Smith-Lever extension workers.

TABLE 15.—*Salaries of men [1] teachers of agriculture by rank [2]*

Range of salaries	Number of full-time—					
	Deans	Professors	Associate professors	Assistant professors	Instructors	Total
1	2	3	4	5	6	7
$9,000 or more	3					3
$8,750–$8,999						
$8,500–$8,749	1					1
$8,250–$8,499						
$8,000–$8,249	1					1
$7,750–$7,999						
$7,500–$7,749	2					2
$7,250–$7,499						
$7,000–$7,249	3	2				5
$6,750–$6,999						
$6,500–$6,749		8				8
$6,250–$6,499	1					1
$6,000–$6,249	3	9				11
$5,750–$5,999	2	3				5
$5,500–$5,749	3	23				26
$5,250–$5,499		7				7
$5,000–$5,249	7	42				49
$4,750–$4,999	5	30	2	1		38
$4,500–$4,749	2	13	2			17
$4,250–$4,499	2	36	5			43
$4,000–$4,249	3	111	24	7		145
$3,750–$3,999		62	24	2	1	89
$3,500–$3,749	1	93	39	21	1	155
$3,250–$3,499		30	29	28		87
$3,000–$3,249		28	51	84	4	167
$2,750–$2,999		3	27	55	8	93
$2,500–$2,749		1	21	96	33	151
$2,250–$2,499			9	35	31	75
$2,000–$2,249		2	2	16	76	96
$1,750–$1,999				1	35	36
$1,500–$1,749					28	28
$1,250–$1,499					1	1
$1,000–$1,249					4	4
Total	39	502	235	346	222	1,344
Q [3]	$7,021	$4,702	$3,739	$3,168	$2,431	$4,045
Median	5,232	4,072	3,315	2,864	2,141	3,310
Q [1]	4,838	3,665	2,998	2,589	1,911	2,659

[1] All members of agriculture staff are men with exception of 3 women assistant professors and 9 instructors.
[2] Does not include agricultural experiment station or Smith-Lever extension staff members.

TABLE 16.—*Salaries of engineering teachers* [1] *by rank*

Range of salaries	Number of full-time—					
	Deans	Professors	Associate professors	Assistant professors	Instructors	Total
1	2	3	4	5	6	7
$9,000 or more	2					2
$8,750–$8,999						
$8,500–$8,749	1					1
$8,250–$8,499						
$8,000–$8,249	3					3
$7,750–$7,999						
$7,500–$7,749	4	5				9
$7,250–$7,499						
$7,000–$7,249	4	1				5
$6,750–$6,999	1					1
$6,500–$6,749	2					2
$6,250–$6,499						
$6,000–$6,249	7	19				26
$5,750–$5,999		1				1
$5,500–$5,749	3	15	1			19
$5,250–$5,499	1	5				6
$5,000–$5,249	7	22	2			31
$4,750–$4,999		17	1			18
$4,500–$4,749	2	57	3	1		63
$4,250–$4,499	1	21	5			27
$4,000–$4,249	3	70	15	2		90
$3,750–$3,999	1	34	11	5		51
$3,500–$3,749	1	49	33	12		95
$3,250–$3,499		26	24	14		64
$3,000–$3,249		28	33	52	5	118
$2,750–$2,999		6	17	47	3	73
$2,500–$2,749		4	35	92	33	164
$2,250–$2,499		1	8	41	51	101
$2,000–$2,249			2	26	158	186
$1,750–$1,999				3	87	90
$1,500–$1,749					33	33
$1,250–$1,499					5	5
$1,000–$1,249					1	1
Total	43	381	190	295	376	1,285
Q [3]	$7,203	$4,705	$3,678	$3,058	$2,246	$3,915
Median	6,089	4,142	3,250	2,711	2,098	2,964
Q [1]	5,098	3,654	2,789	2,510	1,908	2,265

[1] All members of engineering staff are men with the exception of 2 women assistant professors and 7 women instructors.

Appendix C

The salary distributions by sex and academic rank, including ranges, medians, and quartile points, for each of the nine subject-matter departments are contained in the tables following:

TABLE 17.—*Salaries of teachers in psychology by rank and sex*

Range of salaries	Number of full-time—														Grand total
	Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$7,000–$7,249	1		1										1		1
$6,750–$6,999															
$6,500–$6,749	1		1										1		1
$6,250–$6,499															
$6,000–$6,249	1		1										1		1
$5,750–$5,999	1		1										1		1
$5,500–$5,749	3		3										3		3
$5,250–$5,499	1		1										1		1
$5,000–$5,249	2		2										2		2
$4,750–$4,999				1		1							1		1
$4,500–$4,749	4		4										4		4
$4,250–$4,499				1		1							1		1
$4,000–$4,249	8		8	1		1							9		9
$3,750–$3,999	2	1	3										2	1	3
$3,500–$3,749	11	1	12	4	1	5	1		1				16	2	18
$3,250–$3,499	3		3	3	2	5	1	1	2				7	3	10
$3,000–$3,249	1		1	4		4	7	1	8				12	1	13
$2,750–$2,999				3		3	3		3				6		6
$2,500–$2,749							1	1	2	3	3	6	4	4	8
$2,250–$2,499										5	2	7	5	2	7
$2,000–$2,249				1		1				9		9	10		10
$1,750–$1,999										2		4	2	2	4
$1,500–$1,749										6		6	6		6
Total	39	2	41	18	3	21	13	3	16	25	7	32	95	15	110
Q[3]	$5,031		$4,734	$3,656		$3,638	$3,205		$3,219	$2,338		$2,428	$4,035	$3,438	$3,792
Median	4,078	$3,750	4,047	3,333	$3,438	3,350	3,089	$3,000	3,094	2,125	$2,313	2,167	3,439	2,718	3,275
Q[1]	3,526		3,630	3,031		3,078	2,938		2,917	1,906		1,875	2,547	2,469	2,516

TABLE 18.—*Salaries of teachers in history and political science by rank and sex*

Range of salaries	Number of full-time—														Grand total
	Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$7,500–$7,749	1		1										1		1
$7,250–$7,499															
$7,000–$7,249	3		3										3		3
$6,750–$6,999															
$6,500–$6,749															
$6,250–$6,499															
$6,000–$6,249	5		5										5		5
$5,750–$5,999															
$5,500–$5,749	8		8										8		8
$5,250–$5,499															
$5,000–$5,249	11		11										11		11
$4,750–$4,999	3		3										3		3
$4,500–$4,749	8		8										8		8
$4,250–$4,499	3		3										3		3
$4,000–$4,249	5		5	2		2	1		1				8		8
$3,750–$3,999	5	2	7	4		4	1		1				10	2	12
$3,500–$3,749	10	1	11	2		2	2		2				14	1	15
$3,250–$3,499	7	1	8	3		3	3		3	1		1	14	1	15
$3,000–$3,249	1		1	14		14	13	1	14				28	1	29
$2,750–$2,999	3		3	2		2	4	1	5	1		1	10	1	11
$2,500–$2,749	2		2	5		5	10	2	12	3		3	20	2	22
$2,250–$2,499	1		1	1		1	3		3	3		3	8		8
$2,000–$2,249				1	1	2	2	2	4	17	4	21	20	7	27
$1,750–$1,999							1		1	6	3	9	7	3	10
$1,500–$1,749										4		4	4		4
$1,250–$1,499								1	1					1	1
$1,000–$1,249										1		1	1		1
$750–$999											1	1		1	1
Total	76	4	80	34	1	35	40	7	47	36	8	44	186	20	206
Q[3]	$5,204	$3,875	$5,145	$3,458		$3,371	$3,192	$2,813	$3,165	$2,235	$2,125	$2,214	$4,109	$3,000	$3,969
Median	4,531	3,750	4,417	3,143	$2,125	3,134	3,000	2,563	2,875	2,177	2,000	2,083	3,205	2,179	3,155
Q[1]	3,625	3,500	3,614	2,938		2,844	2,600	2,094	2,557	1,917	1,833	1,899	2,581	2,000	2,484

TABLE 19.—*Salaries of teachers in foreign languages* [1] *by rank and sex*

Range of salaries	Number of full-time—														Grand total
	Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$7,500–$7,749	1		1										1		1
$7,250–$7,499															
$7,000–$7,249															
$6,750–$6,999															
$6,500–$6,749															
$6,250–$6,499															
$6,000–$6,249	5		5										5		5
$5,750–$5,999	1		1										1		1
$5,500–$5,749	6		6										6		6
$5,250–$5,499	2		2										2		2
$5,000–$5,249	17		17										17		17
$4,750–$4,999	5		5										5		5
$4,500–$4,749	14		14	1		1							15		15
$4,250–$4,499	4		4										4		4
$4,000–$4,249	20	2	22	1		1							21	2	23
$3,750–$3,999	12		12	4		4							16		16
$3,500–$3,749	17	1	18	7	2	9	5		5				29	3	32
$3,250–$3,499	4		4	5		5	1		1				10		10
$3,000–$3,249	8	1	9	8	4	12	14		14				30	5	35
$2,750–$2,999	1		1	4		4	7		7	2		2	14		14
$2,500–$2,749	3	1	4	3	1	4	14	6	20	6	2	8	26	10	36
$2,250–$2,499				1		1	9	4	13	6	5	11	16	9	25
$2,000–$2,249							4	6	10	32	17	49	36	23	59
$1,750–$1,999								2	2	12	9	21	12	11	23
$1,500–$1,749							2	1	3	10	4	14	12	5	17
$1,250–$1,499											1	1		1	1
$1,000–$1,249											2	2		2	2
Total	120	5	125	34	7	41	56	19	75	68	40	108	278	71	349
Q[3]	$5,030	$4,094	$5,011	$3,661	$3,531	$3,632	$3,107	$2,552	$3,022	$2,227	$2,206	$2,219	$4,089	$2,556	$3,871
Median	4,188	3,625	4,165	3,300	3,156	3,239	2,732	2,281	2,618	2,094	2,059	2,082	3,191	2,179	2,955
Q[1]	3,559	3,063	3,518	3,016	3,047	3,026	2,472	2,073	2,322	1,896	1,833	1,866	2,398	1,972	2,187

[1] Includes ancient languages.

TABLE 20.—*Salaries of teachers in biological sciences* [1] *by rank and sex*

Range of salaries	Number of full-time—														Grand total
	Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$7,000–$7,249	1		1										1		1
$6,750–$6,999															
$6,500–$6,749	1		1										1		1
$6,250–$6,499															
$6,000–$6,249	1		1										1		1
$5,750–$5,999															
$5,500–$5,749	6		6										6		6
$5,250–$5,499															
$5,000–$5,249	8		8										8		8
$4,750–$4,999	3		3										3		3
$4,500–$4,749	16		16										16		16
$4,250–$4,499	7		7										7		7
$4,000–$4,249	21		21										21		21
$3,750–$3,999	6		6	5		5	1		1				12		12
$3,500–$3,749	26		26	12		12	1		1				39		39
$3,250–$3,499	5		5	7		7	1		1				13		13
$3,000–$3,249	8		8	13	2	15	11		11	1		1	33	2	35
$2,750–$2,999	1		1	5	2	7	12	1	13				18	3	21
$2,500–$2,749	4	1	5	3		3	18	5	23	4		4	29	6	35
$2,250–$2,499							8	3	11	8	1	9	16	4	20
$2,000–$2,249					1	1	3	4	7	26	8	34	29	13	42
$1,750–$1,999										21	4	25	21	4	25
$1,500–$1,749								1	1	8	6	14	8	7	15
$1,250–$1,499										1	1	2	1	1	2
$1,000–$1,249										1		1	1		1
Total	114	1	115	45	5	50	55	14	69	70	20	90	284	40	324
Q^3	$4,617		$4,513	$3,602	$3,094	$3,594	$3,017	$2,625	$2,968	$2,207	$2,125	$2,188	$3,854	$2,542	$3,526
Median	4,083	$2,625	4,077	3,304	2,938	3,235	2,729	2,417	2,668	2,039	1,938	2,022	3,144	2,154	3,007
Q^1	3,601		3,594	3,062	2,781	3,025	2,538	2,156	2,460	1,839	1,666	1,805	2,422	1,875	2,226

[1] Includes biology, physiology, bacteriology, botany, and zoology.

TABLE 21.—*Salaries of teachers of mathematics by rank and sex*

Range of salaries	Number of full-time—														Grand total
	Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$7,500–$7,749	1		1										1		1
$7,250–$7,499															
$7,000–$7,249	2		2										2		2
$6,750–$6,999															
$6,500–$6,749	1		1										1		1
$6,250–$6,499															
$6,000–$6,249	1		1										1		1
$5,750–$5,999															
$5,500–$5,749	2		2										2		2
$5,250–$5,499															
$5,000–$5,249	7		7										7		7
$4,750–$4,999	4		4										4		4
$4,500–$4,749	10	1	11										10	1	11
$4,250–$4,499	7	1	8	1		1	1		1				9	1	10
$4,000–$4,249	12		12	2		2	2		2				16		16
$3,750–$3,999	10		10	2		2							12		12
$3,500–$3,749	12		12	8		8	3		3				23		23
$3,250–$3,499	8		8	8	1	9							16	1	17
$3,000–$3,249	8		8	10	1	11	6	3	9				24	4	28
$2,750–$2,999	1		1	4	2	6	10		10				15	2	17
$2,500–$2,749	2		2	4	1	5	23	4	27	3		3	32	5	37
$2,250–$2,499				2	1	3	18	2	20	11		11	31	3	34
$2,000–$2,249					1	1	14	5	19	32	5	37	46	11	57
$1,750–$1,999										35	9	44	35	9	44
$1,500–$1,749										6	1	7	6	1	7
$1,250–$1,499															
$1,000–$1,249										2		2	2		2
Total	88	2	90	41	7	48	77	14	91	89	15	104	295	38	333
Q[3]	$4,650	$4,625	$4,648	$3,586	$3,063	$3,531	$2,819	$2,522	$2,806	$2,185	$2,063	$2,169	$3,655	$2,725	$3,574
Median	4,063	4,500	4,083	3,266	2,813	3,205	2,570	2,500	2,560	2,012	1,931	1,994	2,721	2,204	2,652
Q[1]	3,563	4,375	3,573	3,006	2,438	2,875	2,323	2,175	2,297	1,852	1,826	1,847	2,167	1,982	2,132

TABLE 22.—*Salaries of teachers of chemistry by rank and sex*

Range of salaries	Number of full-time—														Grand total
	Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$7,500–$7,749	1		1										1		1
$7,250–$7,499															
$7,000–$7,249	3		3										3		3
$6,750–$6,999															
$6,500–$6,749	1		1										1		1
$6,250–$6,499	1		1										1		1
$6,000–$6,249	3		3										3		3
$5,750–$5,999															
$5,500–$5,749	1		1										1		1
$5,250–$5,499															
$5,000–$5,249	7		7										7		7
$4,750–$4,999	4		4										4		4
$4,500–$4,749	15		15	1		1							16		16
$4,250–$4,499	3		3	1		1							4		4
$4,000–$4,249	16		16	5		5	1		1				22		22
$3,750–$3,999	6		6	8		8							14		14
$3,500–$3,749	14		14	7		7	1		1				22		22
$3,250–$3,499	5		5	12	1	13	3		3				20	1	21
$3,000–$3,249	7	1	8	15	2	17	17	1	18				39	4	43
$2,750–$2,999				3		3	13	1	14	1		1	17	1	18
$2,500–$2,749	4		4	7	1	8	25	2	27	7		7	43	3	46
$2,250–$2,499				2	1	3	6	2	8	10		10	18	3	21
$2,000–$2,249	1		1				9	3	12	47		47	57	3	60
$1,750–$1,999							1		1	28	5	33	29	5	34
$1,500–$1,749										29	1	30	29	1	30
$1,250–$1,499															
$1,000–$1,249										1	1	2	1	1	2
Total	92	1	93	61	5	66	76	9	85	123	7	130	352	22	374
Q [3]	$4,716		$4,712	$3,741	$3,218	$3,520	$3,044	$2,875	$3,024	$2,182	$1,913	$2,173	$3,625	$2,875	$3,562
Median	4,141	$3,125	4,133	3,323	3,063	3,289	2,720	2,438	2,699	2,019	1,825	2,000	2,494	2,333	2,717
Q [1]	3,607		3,594	3,021	2,563	3,037	2,530	2,208	2,502	1,756	1,687	1,754	2,127	1,675	2,115

TABLE 23.—*Salaries of teachers in English by rank and sex*

Range of salaries	Number of full-time—														Grand total
	Professors			Associate professors			Assistant professors			Instructors			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$7,500–$7,749	1		1										1		1
$7,250–$7,499															
$7,000–$7,249	3		3										3		3
$6,750–$6,999															
$6,500–$6,749															
$6,250–$6,499															
$6,000–$6,249	2		2										2		2
$5,750–$5,999															
$5,500–$5,749	1		1										1		1
$5,250–$5,499															
$5,000–$5,249	14		14										14		14
$4,750–$4,999	4		4										4		4
$4,500–$4,749	8		8										8		8
$4,250–$4,499	5		5										5		5
$4,000–$4,249	19	1	20	2		2	3		3				24	1	25
$3,750–$3,999	14	1	15				1		1				15	1	16
$3,500–$3,749	15	2	17	9		9	6		6				30	2	32
$3,250–$3,499	6		6	9		9							15		15
$3,000–$3,249	12	2	14	14	1	15	14	5	19	1		1	41	8	49
$2,750–$2,999	2		2	5	2	7	11	1	12				18	3	21
$2,500–$2,749	3		3	10	7	17	23	7	30	7	2	9	43	16	59
$2,250–$2,499		1	1	2		2	13	4	17	20	9	29	35	14	49
$2,000–$2,249		1	1		2	2	13	16	29	54	23	77	67	42	109
$1,750–$1,999							5	4	9	55	29	84	60	33	93
$1,500–$1,749										29	14	43	29	14	43
$1,250–$1,499											2	2		2	2
$1,000–$1,249										2	1	3	2	1	3
$750–$999											1	1		1	1
Total	109	8	117	51	12	63	89	37	126	168	81	249	417	138	555
Q^3	$4,680	$3,750	$3,648	$3,451	$2,750	$3,368	$3,031	$2,634	$2,979	$2,185	$2,149	$2,174	$3,523	$2,437	$3,185
Median	4,033	3,375	3,992	3,152	2,643	3,058	2,647	2,226	2,567	1,991	1,944	1,975	2,590	2,107	2,385
Q^1	3,571	2,750	3,577	2,788	2,536	2,673	2,332	2,082	2,181	1,800	1,769	1,789	2,049	1,875	1,991

TABLE 24.—*Salaries of teachers* [1] *in economics* [2] *by rank*

Range of salaries	Number of full-time—				
	Professors	Associate professors	Assistant professors	Instructors	Total
1	2	3	4	5	6
$7,500–$7,749	1				1
$7,250–$7,499					
$7,000–$7,249	1				1
$6,750–$6,999					
$6,500–$6,749		1			1
$6,250–$6,499					
$6,000–$6,249	4				4
$5,750–$5,999					
$5,500–$5,749					
$5,250–$5,499					
$5,000–$5,249	7				7
$4,750–$4,999	1				1
$4,500–$4,749	5				5
$4,250–$5,499					
$4,000–$4,249	7	1	1		9
$3,750–$3,999	1	1			2
$3,500–$3,749	6	2	2		10
$3,250–$3,499	2	3	3	1	9
$3,000–$3,249	1	10	5	1	17
$2,750–$2,999	1	2	2	2	7
$2,500–$2,749		1	10	2	13
$2,250–$2,499	1		5	2	8
$2,000–$2,249		1	2	12	15
$1,750–$1,999				7	7
$1,500–$1,749				7	7
Total	38	22	30	34	124
Q [3]	$5,125	$3,458	$3,175	$2,312	$3,750
Median	4,375	3,175	2,700	2,063	3,073
Q [1]	3,729	3,037	2,513	1,804	2,313

[1] All teachers of economics are men with the exception of 1 associate professor, 1 assistant professor, and 2 instructors.
[2] Does not include teachers of economics in colleges or schools of commerce and business.

TABLE 25.—*Salaries of men* [1] *teachers in physics by rank*

Range of salaries	Number of full-time—				
	Professors	Associate professors	Assistant professors	Instructors	Total
1	2	3	4	5	6
$7,500–$7,749	1				1
$7,250–$7,499					
$7,000–$7,249	2				2
$6,750–$6,999					
$6,500–$6,749					
$6,250–$6,499					
$6,000–$6,249	2				2
$5,750–$5,999					
$5,500–$5,749	3				3
$5,250–$5,499					
$5,000–$5,249	4				4
$4,750–$4,999	3				3
$4,500–$4,749	5				5
$4,250–$4,499	3				3
$4,000–$4,249	12	1	1		14
$3,750–$3,999	6	2	1		9
$3,500–$3,749	11	3	2		16
$3,250–$3,499	3	4	2		9
$3,000–$3,249	5	9	9		23
$2,750–$2,999		5	5	1	11
$2,500–$2,749	1	5	8	1	15
$2,250–$2,499		3	6	5	14
$2,000–$2,249			8	24	32
$1,750–$1,999			3	23	26
$1,500–$1,749				7	7
$1,250–$1,499				2	2
Total	61	32	45	63	201
Q [3]	$4,738	$3,375	$3,104	$2,159	$3,683
Median	4,048	3,139	2,672	1,995	2,852
Q [1]	3,527	2,750	2,260	1,823	2,381

[1] All teachers of physics are men with exception of 1 woman assistant professor and 2 women instructors.

Appendix D

The following is a list of the State universities and colleges included in the analysis of staff salaries:

Alabama Polytechnic Institute.
Alaska Agricultural College and School of Mines.
University of Arizona.
University of Arkansas.
University of California.
Colorado Agricultural College.
Connecticut Agricultural College.
University of Delaware.
University of Florida.
Georgia State College of Agriculture.
University of Hawaii.
University of Idaho.
University of Illinois.
Purdue University.
Iowa State College.
Kansas State Agricultural College.
University of Kentucky.
Louisiana State University.
University of Maine.
University of Maryland.
Massachusetts Agricultural College.
Massachusetts Institute of Technology.
Michigan State College.
University of Minnesota.
Mississippi Agricultural and Mechanical College.
University of Missouri.
Montana State College.
University of Nebraska.
University of Nevada.
University of New Hampshire.
Rutgers University.
Cornell University.
North Carolina State College.
North Dakota Agricultural College.
Ohio State University.
Oklahoma Agricultural and Mechanical College.
Oregon State College.
Pennsylvania State College.
Rhode Island State College.
Clemson Agricultural College.
South Dakota State College.
University of Tennessee.
Agricultural and Mechanical College of Texas.
Agricultural College of Utah.
University of Vermont.
Virginia Agricultural and Mechanical College.
State College of Washington.
West Virginia University.
University of Wisconsin.
University of Wyoming.

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